

**SECTION 14: PAY DIFFERENTIALS****PAY DIFFERENTIAL 215  
MEDICAL CONSULTANT BONUS PLAN - UNIT 16**

Established: 07/01/00

Amended: 09/14/06

<b>CLASS TITLE</b>	<b>CLASS CODE</b>	<b>CB/ID</b>	<b>DEPARTMENT</b>
Medical Consultant I, Department of Social Services	7784	R16	Department of Social Services
Medical Consultant I (Psychiatrist), Department of Social Services	7785		

<b>RATE</b>	<b>EARNINGS ID:</b>
\$27.00 per case	AA

<b>CRITERIA</b>
<p>Baseline productivity for full-time Medical Consultants (MCs) will be 90 cases reviewed for closure per week (Monday through Sunday). This is the level beyond which individual MCs would be eligible for bonus pay when the plan is invoked.</p> <p>Individual Branches will be able to implement the bonus plan, based on the Branch's particular operational situation.</p> <p>A Branch will be able to consider invoking the bonus plan when any one of the following triggers is met:</p> <ul style="list-style-type: none"><li>• MC full-time equivalent availability in the Branch falls below 75% of the allocation.</li><li>• Workload exceeds 125% of expected workload in a given month (based on federal projected workload estimates for DDSO prorated to the Branch level).</li><li>• Persistent backlog, despite appropriate actions, as determined by management.</li></ul> <p>The trigger can be limited to either Medical Consultant I, or Medical Consultant I (Psychiatrist), if conditions warrant.</p> <p>The pay per case above baseline when the bonus plan is invoked is \$27.00.</p> <p>For mixed impairment cases that require both a physical MC and a psychiatrist or pediatrician MC review, each MC who signs the case will receive full case credit.</p> <p>MC participation in the bonus plan will be voluntary.</p> <p>Use of the Plan is contingent on availability of funding for this purpose.</p> <p>MCs are expected to maintain program requirements with regard to accuracy of case adjudication.</p> <p>Permanent part-time MCs may participate in the Bonus Plan. The baseline productivity level will be prorated consistent with the part-time MC's time base.</p> <p>Permanent intermittent MCs are not subject to this program</p> <p>Program Support Bureau (PSB) MCs may participate in this program on the following basis: The baseline productivity will be prorated based on the percent of time per week the PSB MC does case adjudication.</p>

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<b>CRITERIA</b>	
The Department will use an automated tracking system, based on computer input by each MC who reviews a case for closure.	
The Department may terminate this program upon thirty calendar days written notice to the union. Both parties agree to meet if necessary prior to termination of the program.	

<b>IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:</b>	
PRO RATED	No
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	Yes No
PART-TIME	
INTERMITTENT	
SUBJECT TO PERS DEDUCTION	Yes

<b>INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY</b>	
OVERTIME	No
IDL	No
EIDL	No
NDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No